

April 3, 2020

Questions for the Employer (SD#33) by the Union (CUPE 411)

1. How were the Special Protocols for March 30 & 31 (1/2 page document), and the Safety Procedures for Building Entry and Occupancy (1 page document) shared with our members as we have been unable to find either document on the School District's website and have not seen a mass email go out to all staff with these attachments? Does the Employer have any intention of publishing this information so that our members are able to access it whereby they can review and have any of their questions or concerns addressed if these protocols and procedures are going to remain in effect?
2. Has the Employer received direction from any level of government (Minister, PSEC, or BCPSEA) regarding a set date in which childcare for frontline workers must be implemented? If so, where did that direction come from and what is the specific date?
3. Where is the exposure control plan in relation the childcare service that the Employer intends to implement on Monday, April 6, 2020? When and where do you intend to review and discuss this plan with our members who have volunteered to support this endeavor?

Note: For those that do not know what an Exposure Control Plan it is required when Employers who have workers that may be exposed to biological agents (i.e. infectious materials) where the risk of exposure must be eliminated or at the very least minimalized.

4. Will a risk assessment be conducted for everyone (adults and children) entering the school district sites? If so, are you able to provide the Union with a copy of the document outlining the questions you will be asking and the frequency with which you will be performing this, for example; the same child/adult entering the site Monday-Friday, will they only be asked the questions on the Monday?
5. How is the information being communicated to our members that have volunteered to support the teachers in the in-class childcare/learning environments that the District is implementing on Monday, April 6, 2020?
6. Is the volunteering for the childcare/learning environments coming from all departments?
7. Will there be any children attending our sites for the childcare/learning programming that require one on one support?
8. How did the Employer determine that an 8:00am-4:00pm childcare service was all that was necessary as many of our front-line health care workers have shifts that are considerably longer, and if this service is targeted to support them the Union wants to make sure that the hours of operation do not prevent them from accessing it?
9. What is the protocol for parents/guardians dropping off and picking up their child(ren) at the sites where childcare/learning opportunities are being provided? For example, who will be greeting the families and escorting them to their respective classrooms?

10. Are you currently insisting that your at-risk employees stay home, and if so, are you continuing to pay them as if they were coming into work?
11. Have keycards been disabled and all keys been returned so that staff cannot access the building outside the hours of operation? If not, how are you managing access to the sites?
12. What has the District determined to be an acceptable percentage of people in anyone building at any one time?
13. Are you asking our members to sign-off on any documentation? If so, the Union is requesting copies of any and all documents prior to their use.
14. Who has been reviewing all of the safety documents that you, the Employer, has been creating?
15. Since the private childcare organizations have been permitted to continue to operate at a number of our sites, were the custodians that clean those spaces required to change their cleaning practices and if so how?
16. Will our casual members be asked to volunteer for any of the “new” duties now required as a result of the state of emergency we now find ourselves in?
17. What steps is the Employer taking to have as many of our members work from home? For example:
 - ◆ Support teachers via virtual learning (i.e. Skype or Teams).
 - ◆ E.A.’s help prepare on-line learning resources and email to the teachers.
 - ◆ Professional Development opportunities in the form of on-line courses that are relevant to the workplace or line of work for the member (i.e. non-crisis intervention, Microsoft office, etc.)
 - ◆ Plan and organize meals to be prepared on site for children and families in crisis.
 - ◆ Technicians to support members with on-line learning.
 - ◆ Clerical to work on any number of projects that are so often not done or partially completed due to their work overloads.
18. What types of redeployment activities are you considering for some of our non-enrolling members, or those that are unable to work within the scope of their current job descriptions? For example:
 - ◆ Clerical to print learning resource that are emailed and prepare packages for pick up or delivery.
 - ◆ Chef Assistants prepare daily meals for children and families in need.
 - ◆ Bus Drivers delivering learning resources or meals to students using school district vehicles?
 - ◆ Members who may have their BSW or WHMIS to help pressure wash buildings, or assist in cleaning?
 - ◆ Members who are on JOHS committees could ensure all health and safety boards have the required literature at each site and that first aid kits have the all the necessary items. They could also take some OH&S on-line training.
 - ◆ S.A.’s working as greeters or escorter’s at the sites where childcare/educating is being hosted (i.e. 5-hour shift once a week).
 - ◆ Members who are physically able could support our maintenance department, especially when it comes to grounds work.